

**Attachment J-6**  
**Wage Determinations**

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## **Attachment J-6**

### **Wage Determination**

#### **DBA Colorado - Weld County**

"General Decision Number: C020200029 01/24/2020

Superseded General Decision Number: C020190029

State: Colorado

Construction Type: Building

County: Weld County in Colorado.

BUILDING CONSTRUCTION PROJECTS (does not include single family homes or apartments up to and including 4 stories).

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication Date
0	01/03/2020
1	01/24/2020

ELEC0068-018 06/01/2019

	Rates	Fringes
ELECTRICIAN.....	\$ 36.50	16.18

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ENGI0009-017 05/01/2018

	Rates	Fringes
POWER EQUIPMENT OPERATOR (Crane)		
141 tons and over.....	\$ 31.07	10.70
50 tons and under.....	\$ 28.40	10.70
51 to 90 tons.....	\$ 28.57	10.70
91 to 140 tons.....	\$ 29.55	10.70

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\* IRON0024-009 11/01/2019

Rates	Fringes
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IRONWORKER, ORNAMENTAL.....	\$ 30.85	11.92
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\* IRON0024-010 11/01/2019

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 30.85	11.92

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PAIN0079-009 08/01/2017

	Rates	Fringes
PAINTER (Spray).....	\$ 20.50	8.41

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PLUM0003-009 06/01/2018

	Rates	Fringes
PLUMBER (Excludes HVAC Duct, Pipe and Unit Installation).....	\$ 35.48	15.94

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PLUM0208-008 06/01/2018

	Rates	Fringes
PIPEFITTER (Includes HVAC Pipe and Unit Installation; Excludes HVAC Duct Installation).....	\$ 37.55	14.95

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\* SHEE0009-004 07/01/2019

	Rates	Fringes
SHEET METAL WORKER (Includes HVAC Duct Installation; Excludes HVAC Pipe and Unit Installation).....	\$ 34.62	17.95

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SUC02013-015 07/31/2015

	Rates	Fringes
BRICKLAYER.....	\$ 21.96	0.00
CARPENTER.....	\$ 18.22	0.00
CEMENT MASON/CONCRETE FINISHER...	\$ 21.44	10.23
INSULATOR - MECHANICAL (Duct, Pipe & Mechanical System Insulation).....	\$ 22.19	4.30
LABORER: Common or General.....	\$ 14.00	0.00
LABORER: Mason Tender - Brick...	\$ 15.99	0.00
LABORER: Mason Tender - Cement/Concrete.....	\$ 16.00	0.00
LABORER: Pipelayer.....	\$ 16.96	3.68
OPERATOR: Backhoe/Excavator/Trackhoe.....	\$ 20.78	5.78

OPERATOR: Bobcat/Skid	
Steer/Skid Loader.....\$ 18.58	2.42
OPERATOR: Grader/Blade.....\$ 21.50	0.00
PAINTER (Brush and Roller).....\$ 19.56	2.05
ROOFER.....\$ 16.18	0.00
TRUCK DRIVER: Dump Truck.....\$ 17.34	0.00

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WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing

the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the ""SU"" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial

contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"



**Attachment J-6**

**Wage Determination**

**DBA Idaho - Bingham County**

"General Decision Number: ID20200021 01/24/2020

Superseded General Decision Number: ID20190021

State: Idaho

Construction Type: Building

Counties: Bear Lake, Bingham, Fremont, Lemhi, Oneida and Teton Counties in Idaho.

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication Date
0	01/03/2020
1	01/24/2020

BRID0003-003 06/01/2019

	Rates	Fringes
BRICKLAYER.....	\$ 26.79	17.34
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CARP0808-001 06/01/2019		

	Rates	Fringes
CARPENTER.....	\$ 29.11	15.08

ZONE PAY:

ZONE 1	0-30 MILES: FREE
ZONE 2	MORE THAN 30-60 MILES: \$2.00/PER HOUR
ZONE 3	MORE THAN 60 MILES: \$3.00/PER HOUR

If a project is located in more than one zone the lower zone rate shall apply

ZONES SHALL BE MEASURED FROM THE THE FOLLOWING U.S. POST OFFICES:

BOISE: 304 N. 8TH STREET  
 TWIN FALLS: 253 2ND AVE. WEST  
 POCATELLO: CLARK STREET  
 IDAHO FALLS: 875 NORTH CAPITAL AVE.

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 ELEC0449-007 06/01/2019

	Rates	Fringes
ELECTRICIAN (Including Low Voltage Wiring).....	\$ 31.34	14.78

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ENGI0370-013 01/01/2019

ZONE 1 (Anyone working on HAZMAT jobs working with supplied air shall receive \$1.00 per hour above classification)

	Rates	Fringes
POWER EQUIPMENT OPERATOR:		
Group 3		
Forklift.....	\$ 30.02	12.05
Group 5		
Backhoe (up to 3/4 yd), Industrial Oiler.....	\$ 30.50	12.05
Group 6		
Backhoe (3/4 yd to 3 1/2 yd), Crane (up to and including 50 ton).....	\$ 30.67	12.05
Group 7		
Excavator, Crane (over 50 tons), Tower Crane, Heavy Duty Mechanic.....	\$ 31.04	12.05

#### ZONE PAY:

Zone Centers: Boise, Twin Falls, Pocatello, and Idaho Falls  
 Zone 1 0 - 30 miles: free  
 Zone 2 30 - 60 miles: \$30.00/per day  
 Zone 3 More than 60 miles: \$35.00/per day.

#### CRANE LONG BOOM PAY:

A. Crane Booms, 100ft to 150ft, fifteen cents over scale  
 B. Crane Booms, 150 ft to 200 ft, thirty cents over scale  
 C. Crane Booms, over 200 ft., forty-five cents over scale

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 IRON0732-002 06/01/2019

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 27.15	19.85

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\* LABO0155-005 01/01/2020

	Rates	Fringes
LABORER (Common or General)		
Group 1.....	\$ 28.72	13.42

LABORER: Mason Tender -  
Cement/Concrete

Group 4.....\$ 29.02 13.42

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PLUM0648-004 06/01/2018

Rates Fringes

PLUMBER.....\$ 36.95 15.85

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ROOF0200-002 07/01/2019

Rates Fringes

ROOFER.....\$ 21.25 17.24

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SHEE0103-003 06/01/2017

Rates Fringes

SHEET METAL WORKER, Includes  
HVAC Duct Installation.....\$ 25.75 17.96

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\* TEAM0983-001 01/01/2020

Rates Fringes

TRUCK DRIVER

GROUP 5A.....\$ 27.81 15.15  
GROUP 5B.....\$ 27.99 15.15  
GROUP 5C.....\$ 28.22 15.15  
GROUP 5D.....\$ 28.33 15.15  
GROUP 5E.....\$ 28.96 15.15  
GROUP 5F.....\$ 29.40 15.15

GROUP DEFINITIONS:

GROUP 5A: Dump (0-16 yds)  
GROUP 5B: Dump (16-30 yds)  
GROUP 5C: Dump (30-50 yds)  
GROUP 5D: Dump (50-75 yds)  
GROUP 5E: Dump (75-100 yds)  
GROUP 5F: Dump (over 100 yds)

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SUID2010-014 08/08/2012

Rates Fringes

CEMENT MASON/CONCRETE FINISHER...\$ 14.76 2.80

INSULATOR - MECHANICAL  
(Duct, Pipe & Mechanical  
System Insulation).....\$ 20.13 1.80

PAINTER: Brush, Roller and  
Spray.....\$ 16.12 0.00

SPRINKLER FITTER (Fire  
Sprinklers).....\$ 26.80 12.00

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WELDERS - Receive rate prescribed for craft performing  
operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

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Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

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rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

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A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
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U.S. Department of Labor  
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Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

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U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"

**Attachment J-6**

**Wage Determination**

**DBA Idaho - Butte County**



"General Decision Number: ID20200012 01/24/2020

Superseded General Decision Number: ID20190012

State: Idaho

Construction Type: Building

County: Butte County in Idaho.

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication Date
0	01/03/2020
1	01/24/2020

BRID0003-002 06/01/2019

	Rates	Fringes
BRICKLAYER.....	\$ 30.00	17.78
-----		
CARP0808-001 06/01/2019		

	Rates	Fringes
CARPENTER.....	\$ 29.11	15.08

#### ZONE PAY:

ZONE 1	0-30 MILES: FREE
ZONE 2	MORE THAN 30-60 MILES: \$2.00/PER HOUR
ZONE 3	MORE THAN 60 MILES: \$3.00/PER HOUR

If a project is located in more than one zone the lower zone rate shall apply

ZONES SHALL BE MEASURED FROM THE THE FOLLOWING U.S. POST OFFICES:

BOISE: 304 N. 8TH STREET

TWIN FALLS: 253 2ND AVE. WEST  
 POCATELLO: CLARK STREET  
 IDAHO FALLS: 875 NORTH CAPITAL AVE.

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 ELEC0449-007 06/01/2019

	Rates	Fringes
ELECTRICIAN (Including Low Voltage Wiring).....	\$ 31.34	14.78

-----

ENGI0370-027 01/01/2019

ZONE 1 (Anyone working on HAZMAT jobs working with supplied air shall receive \$1.00 per hour above classification)

	Rates	Fringes
POWER EQUIPMENT OPERATOR:		
Group 3		
Forklift.....	\$ 30.02	12.05
Group 5		
Backhoe (up to 3/4 yd), Oiler.....	\$ 30.50	12.05
Group 6		
Backhoe (3/4 yd to 3 1/2 yd), Crane (up to and including 50 ton).....	\$ 30.67	12.05
Group 7		
Excavator, Crane (over 50 tons), Tower Crane, Heavy Duty Mechanic.....	\$ 31.04	12.05

ZONE PAY:

Zone Centers: Boise, Twin Falls, Pocatello, and Idaho Falls  
 Zone 1 0 - 30 miles: free  
 Zone 2 30 - 60 miles: \$30.00/per day  
 Zone 3 More than 60 miles: \$35.00/per day.

CRANE LONG BOOM PAY:

A. Crane Booms, 100ft to 150ft, fifteen cents over scale  
 B. Crane Booms, 150 ft to 200 ft, thirty cents over scale  
 C. Crane Booms, over 200 ft., forty-five cents over scale

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 IRON0732-002 06/01/2019

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 27.15	19.85

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\* LABO0155-005 01/01/2020

	Rates	Fringes
LABORER (Common or General)		
Group 1.....	\$ 28.72	13.42
LABORER: Mason Tender - Cement/Concrete		

Group 4.....	\$ 29.02	13.42
-----		
PLUM0648-004 06/01/2018		
	Rates	Fringes
PLUMBER.....	\$ 36.95	15.85
-----		
ROOF0200-002 07/01/2019		
	Rates	Fringes
ROOFER.....	\$ 21.25	17.24
-----		
SHEE0103-003 06/01/2017		
	Rates	Fringes
SHEET METAL WORKER, Includes HVAC Duct Installation.....	\$ 25.75	17.96
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* TEAM0983-001 01/01/2020		
	Rates	Fringes
TRUCK DRIVER		
GROUP 5A.....	\$ 27.81	15.15
GROUP 5B.....	\$ 27.99	15.15
GROUP 5C.....	\$ 28.22	15.15
GROUP 5D.....	\$ 28.33	15.15
GROUP 5E.....	\$ 28.96	15.15
GROUP 5F.....	\$ 29.40	15.15
GROUP DEFINITIONS:		
GROUP 5A: Dump (0-16 yds)		
GROUP 5B: Dump (16-30 yds)		
GROUP 5C: Dump (30-50 yds)		
GROUP 5D: Dump (50-75 yds)		
GROUP 5E: Dump (75-100 yds)		
GROUP 5F: Dump (over 100 yds)		
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SUID2010-005 08/08/2012		
	Rates	Fringes
CEMENT MASON/CONCRETE FINISHER...	\$ 14.76	2.80
INSULATOR - MECHANICAL (Duct, Pipe & Mechanical System Insulation).....	\$ 20.13	1.80
PAINTER: Brush, Roller and Spray.....	\$ 16.12	0.00
SPRINKLER FITTER (Fire Sprinklers).....	\$ 26.80	12.00
-----		
WELDERS - Receive rate prescribed for craft performing operation to which welding is incidental.		
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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all

rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

#### Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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#### WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an

interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material, etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

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END OF GENERAL DECISION"

**Attachment J-6**

**Wage Determination**

**DBA Idaho Bonneville County**

"General Decision Number: ID20200027 05/08/2020

Superseded General Decision Number: ID20190027

State: Idaho

Construction Type: Building

County: Bonneville County in Idaho.

Note: Under Executive Order (EO) 13658, an hourly minimum wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2015. If this contract is covered by the EO, the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination, if it is higher) for all hours spent performing on the contract in calendar year 2020. If this contract is covered by the EO and a classification considered necessary for performance of work on the contract does not appear on this wage determination, the contractor must pay workers in that classification at least the wage rate determined through the conformance process set forth in 29 CFR 5.5(a)(1)(ii) (or the EO minimum wage rate, if it is higher than the conformed wage rate). The EO minimum wage rate will be adjusted annually. Please note that this EO applies to the above-mentioned types of contracts entered into by the federal government that are subject to the Davis-Bacon Act itself, but it does not apply to contracts subject only to the Davis-Bacon Related Acts, including those set forth at 29 CFR 5.1(a)(2)-(60). Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Modification Number	Publication Date
0	01/03/2020
1	01/24/2020
2	05/01/2020
3	05/08/2020

BRID0003-003 06/01/2019

	Rates	Fringes
BRICKLAYER.....	\$ 26.79	17.34
-----		
CARP0808-008 06/01/2019		

	Rates	Fringes
CARPENTER (Drywall Hanging and Metal Stud Installation Only).....	\$ 29.11	15.08

ZONE PAY:

ZONE 1	0-30 MILES: FREE
ZONE 2	MORE THAN 30-60 MILES: \$2.00/PER HOUR
ZONE 3	MORE THAN 60 MILES: \$3.00/PER HOUR

If a project is located in more than one zone the lower zone rate shall apply



ZONES SHALL BE MEASURED FROM THE THE FOLLOWING U.S. POST  
OFFICES:

BOISE: 304 N. 8TH STREET  
TWIN FALLS: 253 2ND AVE. WEST  
POCATELLO: CLARK STREET  
IDAHO FALLS: 875 NORTH CAPITAL AVE.

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ELEC0449-005 06/01/2019

	Rates	Fringes
ELECTRICIAN.....	\$ 31.34	14.78

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ENGI0370-028 01/01/2019

	Rates	Fringes
POWER EQUIPMENT OPERATOR:		
Group 6		
Crane (up to and including 50 ton).....	\$ 30.67	12.05
Group 7		
Crane (over 50 tons), Tower Crane.....	\$ 31.04	12.05

ZONE PAY:

Zone Centers: Boise, Twin Falls, Pocatello, and Idaho Falls  
Zone 1 0 - 30 miles: free  
Zone 2 30 - 60 miles: \$30.00/per day  
Zone 3 More than 60 miles: \$35.00/per day.

CRANE LONG BOOM PAY:

A. Crane Booms, 100ft to 150ft, fifteen cents over scale  
B. Crane Booms, 150 ft to 200 ft, thirty cents over scale  
C. Crane Booms, over 200 ft., forty-five cents over scale

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IRON0732-002 06/01/2019

	Rates	Fringes
IRONWORKER, STRUCTURAL.....	\$ 27.15	19.85

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LABO0155-006 01/01/2020

	Rates	Fringes
LABORER: Mason Tender (Cement/Concrete & Brick)		
Group 4.....	\$ 29.02	13.42

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PAIN0764-001 01/01/2012

	Rates	Fringes
PAINTER (BRUSH, ROLLER, AND SPRAY).....	\$ 12.09	5.33

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PLUM0648-005 06/01/2018

	Rates	Fringes
PLUMBER/PIPEFITTER.....	\$ 36.95	15.85

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 \* SFID0669-001 04/01/2020

	Rates	Fringes
SPRINKLER FITTER (Fire Sprinklers).....	\$ 34.89	24.68

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 SHEE0103-003 06/01/2017

	Rates	Fringes
SHEET METAL WORKER, Includes HVAC Duct Installation.....	\$ 25.75	17.96

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 SUID2010-020 08/08/2012

	Rates	Fringes
CARPENTER, Excludes Drywall Hanging, and Metal Stud Installation.....	\$ 18.04	0.00
CEMENT MASON/CONCRETE FINISHER...	\$ 17.32	9.07
IRONWORKER, REINFORCING.....	\$ 24.74	14.82
LABORER: Common or General.....	\$ 12.21	0.00
OPERATOR: Backhoe/Excavator.....	\$ 21.96	0.00
OPERATOR: Bobcat/Skid Steer/Skid Loader.....	\$ 17.36	0.00
OPERATOR: Bulldozer.....	\$ 24.52	7.87
OPERATOR: Forklift.....	\$ 18.27	1.10
OPERATOR: Loader (Front End)....	\$ 21.27	5.54
ROOFER.....	\$ 20.20	0.00
TRUCK DRIVER: Dump Truck.....	\$ 16.06	0.00

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 WELDERS - Receive rate prescribed for craft performing  
 operation to which welding is incidental.

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Note: Executive Order (EO) 13706, Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Davis-Bacon Act for which the contract is awarded (and any solicitation was issued) on or after January 1, 2017. If this contract is covered by the EO, the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work, up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness, injury or other health-related needs, including preventive care; to assist a family member (or person who is like family to the employee) who is ill, injured, or has other

health-related needs, including preventive care; or for reasons resulting from, or to assist a family member (or person who is like family to the employee) who is a victim of, domestic violence, sexual assault, or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

Unlisted classifications needed for work not included within the scope of the classifications listed may be added after award only as provided in the labor standards contract clauses (29CFR 5.5 (a) (1) (ii)).

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The body of each wage determination lists the classification and wage rates that have been found to be prevailing for the cited type(s) of construction in the area covered by the wage determination. The classifications are listed in alphabetical order of "identifiers" that indicate whether the particular rate is a union rate (current union negotiated rate for local), a survey rate (weighted average rate) or a union average rate (weighted union average rate).

#### Union Rate Identifiers

A four letter classification abbreviation identifier enclosed in dotted lines beginning with characters other than "SU" or "UAVG" denotes that the union classification and rate were prevailing for that classification in the survey. Example: PLUM0198-005 07/01/2014. PLUM is an abbreviation identifier of the union which prevailed in the survey for this classification, which in this example would be Plumbers. 0198 indicates the local union number or district council number where applicable, i.e., Plumbers Local 0198. The next number, 005 in the example, is an internal number used in processing the wage determination. 07/01/2014 is the effective date of the most current negotiated rate, which in this example is July 1, 2014.

Union prevailing wage rates are updated to reflect all rate changes in the collective bargaining agreement (CBA) governing this classification and rate.

#### Survey Rate Identifiers

Classifications listed under the "SU" identifier indicate that no one rate prevailed for this classification in the survey and the published rate is derived by computing a weighted average rate based on all the rates reported in the survey for that classification. As this weighted average rate includes all rates reported in the survey, it may include both union and non-union rates. Example: SULA2012-007 5/13/2014. SU indicates the rates are survey rates based on a weighted average calculation of rates and are not majority rates. LA indicates the State of Louisiana. 2012 is the year of survey on which these classifications and rates are based. The next number, 007 in the example, is an internal number used in producing the wage determination. 5/13/2014 indicates the survey completion date for the classifications and rates under that identifier.

Survey wage rates are not updated and remain in effect until a new survey is conducted.

## Union Average Rate Identifiers

Classification(s) listed under the UAVG identifier indicate that no single majority rate prevailed for those classifications; however, 100% of the data reported for the classifications was union data. EXAMPLE: UAVG-OH-0010 08/29/2014. UAVG indicates that the rate is a weighted union average rate. OH indicates the state. The next number, 0010 in the example, is an internal number used in producing the wage determination. 08/29/2014 indicates the survey completion date for the classifications and rates under that identifier.

A UAVG rate will be updated once a year, usually in January of each year, to reflect a weighted average of the current negotiated/CBA rate of the union locals from which the rate is based.

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## WAGE DETERMINATION APPEALS PROCESS

1.) Has there been an initial decision in the matter? This can be:

- \* an existing published wage determination
- \* a survey underlying a wage determination
- \* a Wage and Hour Division letter setting forth a position on a wage determination matter
- \* a conformance (additional classification and rate) ruling

On survey related matters, initial contact, including requests for summaries of surveys, should be with the Wage and Hour Regional Office for the area in which the survey was conducted because those Regional Offices have responsibility for the Davis-Bacon survey program. If the response from this initial contact is not satisfactory, then the process described in 2.) and 3.) should be followed.

With regard to any other matter not yet ripe for the formal process described here, initial contact should be with the Branch of Construction Wage Determinations. Write to:

Branch of Construction Wage Determinations  
Wage and Hour Division  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

2.) If the answer to the question in 1.) is yes, then an interested party (those affected by the action) can request review and reconsideration from the Wage and Hour Administrator (See 29 CFR Part 1.8 and 29 CFR Part 7). Write to:

Wage and Hour Administrator  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

The request should be accompanied by a full statement of the interested party's position and by any information (wage payment data, project description, area practice material,

etc.) that the requestor considers relevant to the issue.

3.) If the decision of the Administrator is not favorable, an interested party may appeal directly to the Administrative Review Board (formerly the Wage Appeals Board). Write to:

Administrative Review Board  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, DC 20210

4.) All decisions by the Administrative Review Board are final.

=====

END OF GENERAL DECISION"

**Attachment J-6**

**Wage Determination**

**SCA Colorado - Weld County**

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director		Wage Determination No.: 2015-5425 Revision No.: 12 Date Of Last Revision: 12/23/2019
Division of Wage Determinations		

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Colorado

Area: Colorado County of Weld

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		14.92
01012 - Accounting Clerk II		16.76
01013 - Accounting Clerk III		18.75
01020 - Administrative Assistant		26.31
01035 - Court Reporter		19.59
01041 - Customer Service Representative I		12.66
01042 - Customer Service Representative II		14.23
01043 - Customer Service Representative III		15.53
01051 - Data Entry Operator I		15.47
01052 - Data Entry Operator II		16.89
01060 - Dispatcher Motor Vehicle		21.13
01070 - Document Preparation Clerk		15.12
01090 - Duplicating Machine Operator		15.12
01111 - General Clerk I		14.33
01112 - General Clerk II		15.64
01113 - General Clerk III		17.56
01120 - Housing Referral Assistant		21.75
01141 - Messenger Courier		13.02
01191 - Order Clerk I		17.87
01192 - Order Clerk II		19.50
01261 - Personnel Assistant (Employment) I		17.02
01262 - Personnel Assistant (Employment) II		19.05
01263 - Personnel Assistant (Employment) III		21.02
01270 - Production Control Clerk		22.33
01290 - Rental Clerk		16.39
01300 - Scheduler Maintenance		17.15

01311 - Secretary I	17.15
01312 - Secretary II	19.19
01313 - Secretary III	21.75
01320 - Service Order Dispatcher	18.38
01410 - Supply Technician	26.31
01420 - Survey Worker	17.77
01460 - Switchboard Operator/Receptionist	14.27
01531 - Travel Clerk I	13.55
01532 - Travel Clerk II	14.20
01533 - Travel Clerk III	15.19
01611 - Word Processor I	15.12
01612 - Word Processor II	17.15
01613 - Word Processor III	19.19
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	26.19
05010 - Automotive Electrician	20.43
05040 - Automotive Glass Installer	19.36
05070 - Automotive Worker	19.36
05110 - Mobile Equipment Servicer	17.61
05130 - Motor Equipment Metal Mechanic	20.96
05160 - Motor Equipment Metal Worker	19.36
05190 - Motor Vehicle Mechanic	20.96
05220 - Motor Vehicle Mechanic Helper	16.41
05250 - Motor Vehicle Upholstery Worker	19.36
05280 - Motor Vehicle Wrecker	19.36
05310 - Painter Automotive	19.73
05340 - Radiator Repair Specialist	19.36
05370 - Tire Repairer	17.34
05400 - Transmission Repair Specialist	20.96
07000 - Food Preparation And Service Occupations	
07010 - Baker	14.52
07041 - Cook I	13.06
07042 - Cook II	15.10
07070 - Dishwasher	10.66
07130 - Food Service Worker	10.99
07210 - Meat Cutter	16.64
07260 - Waiter/Waitress	10.65
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	20.97
09040 - Furniture Handler	15.90
09080 - Furniture Refinisher	20.97
09090 - Furniture Refinisher Helper	16.86
09110 - Furniture Repairer Minor	19.72
09130 - Upholsterer	20.97
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	12.93
11060 - Elevator Operator	12.32
11090 - Gardener	20.01
11122 - Housekeeping Aide	12.46
11150 - Janitor	12.32
11210 - Laborer Grounds Maintenance	15.90
11240 - Maid or Houseman	11.21
11260 - Pruner	14.29
11270 - Tractor Operator	19.03
11330 - Trail Maintenance Worker	15.90
11360 - Window Cleaner	13.71
12000 - Health Occupations	
12010 - Ambulance Driver	21.64
12011 - Breath Alcohol Technician	21.64
12012 - Certified Occupational Therapist Assistant	28.52
12015 - Certified Physical Therapist Assistant	27.46
12020 - Dental Assistant	18.55
12025 - Dental Hygienist	43.63
12030 - EKG Technician	32.79
12035 - Electroneurodiagnostic Technologist	32.79



12040 - Emergency Medical Technician	21.64
12071 - Licensed Practical Nurse I	19.35
12072 - Licensed Practical Nurse II	21.64
12073 - Licensed Practical Nurse III	24.13
12100 - Medical Assistant	16.02
12130 - Medical Laboratory Technician	22.34
12160 - Medical Record Clerk	20.30
12190 - Medical Record Technician	22.70
12195 - Medical Transcriptionist	19.35
12210 - Nuclear Medicine Technologist	47.57
12221 - Nursing Assistant I	11.78
12222 - Nursing Assistant II	13.25
12223 - Nursing Assistant III	14.46
12224 - Nursing Assistant IV	16.23
12235 - Optical Dispenser	20.66
12236 - Optical Technician	19.35
12250 - Pharmacy Technician	16.88
12280 - Phlebotomist	18.23
12305 - Radiologic Technologist	31.83
12311 - Registered Nurse I	29.98
12312 - Registered Nurse II	36.67
12313 - Registered Nurse II Specialist	36.67
12314 - Registered Nurse III	43.96
12315 - Registered Nurse III Anesthetist	43.96
12316 - Registered Nurse IV	53.17
12317 - Scheduler (Drug and Alcohol Testing)	27.05
12320 - Substance Abuse Treatment Counselor	25.05
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	21.12
13012 - Exhibits Specialist II	26.16
13013 - Exhibits Specialist III	32.00
13041 - Illustrator I	21.12
13042 - Illustrator II	26.16
13043 - Illustrator III	32.00
13047 - Librarian	28.98
13050 - Library Aide/Clerk	15.88
13054 - Library Information Technology Systems Administrator	26.16
13058 - Library Technician	17.64
13061 - Media Specialist I	18.88
13062 - Media Specialist II	21.12
13063 - Media Specialist III	23.55
13071 - Photographer I	18.88
13072 - Photographer II	21.12
13073 - Photographer III	26.16
13074 - Photographer IV	32.00
13075 - Photographer V	38.72
13090 - Technical Order Library Clerk	17.33
13110 - Video Teleconference Technician	18.88
14000 - Information Technology Occupations	
14041 - Computer Operator I	17.81
14042 - Computer Operator II	19.93
14043 - Computer Operator III	22.21
14044 - Computer Operator IV	24.69
14045 - Computer Operator V	28.56
14071 - Computer Programmer I	(see 1) 24.31
14072 - Computer Programmer II	(see 1)
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	17.81
14160 - Personal Computer Support Technician	24.69
14170 - System Support Specialist	28.56

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	35.58
15020 - Aircrew Training Devices Instructor (Rated)	43.06
15030 - Air Crew Training Devices Instructor (Pilot)	49.15
15050 - Computer Based Training Specialist / Instructor	35.58
15060 - Educational Technologist	34.29
15070 - Flight Instructor (Pilot)	49.15
15080 - Graphic Artist	23.41
15085 - Maintenance Test Pilot Fixed Jet/Prop	43.61
15086 - Maintenance Test Pilot Rotary Wing	43.61
15088 - Non-Maintenance Test/Co-Pilot	43.61
15090 - Technical Instructor	24.19
15095 - Technical Instructor/Course Developer	29.58
15110 - Test Proctor	19.32
15120 - Tutor	19.32
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	12.14
16030 - Counter Attendant	12.14
16040 - Dry Cleaner	13.88
16070 - Finisher Flatwork Machine	12.14
16090 - Presser Hand	12.14
16110 - Presser Machine Drycleaning	12.14
16130 - Presser Machine Shirts	12.14
16160 - Presser Machine Wearing Apparel Laundry	12.14
16190 - Sewing Machine Operator	14.68
16220 - Tailor	15.60
16250 - Washer Machine	12.72
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.15
19040 - Tool And Die Maker	23.73
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	19.22
21030 - Material Coordinator	22.33
21040 - Material Expediter	22.33
21050 - Material Handling Laborer	17.36
21071 - Order Filler	13.89
21080 - Production Line Worker (Food Processing)	19.22
21110 - Shipping Packer	16.64
21130 - Shipping/Receiving Clerk	16.64
21140 - Store Worker I	12.74
21150 - Stock Clerk	17.66
21210 - Tools And Parts Attendant	19.22
21410 - Warehouse Specialist	19.22
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	28.53
23019 - Aircraft Logs and Records Technician	22.49
23021 - Aircraft Mechanic I	27.10
23022 - Aircraft Mechanic II	28.53
23023 - Aircraft Mechanic III	29.70
23040 - Aircraft Mechanic Helper	19.22
23050 - Aircraft Painter	25.80
23060 - Aircraft Servicer	22.49
23070 - Aircraft Survival Flight Equipment Technician	25.80
23080 - Aircraft Worker	24.13
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	24.13
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	27.10
23110 - Appliance Mechanic	22.62
23120 - Bicycle Repairer	18.30
23125 - Cable Splicer	31.59
23130 - Carpenter Maintenance	20.71
23140 - Carpet Layer	21.17
23160 - Electrician Maintenance	24.90
23181 - Electronics Technician Maintenance I	25.73

23182 - Electronics Technician Maintenance II	27.48
23183 - Electronics Technician Maintenance III	29.20
23260 - Fabric Worker	20.52
23290 - Fire Alarm System Mechanic	23.46
23310 - Fire Extinguisher Repairer	18.97
23311 - Fuel Distribution System Mechanic	24.20
23312 - Fuel Distribution System Operator	18.97
23370 - General Maintenance Worker	19.32
23380 - Ground Support Equipment Mechanic	27.10
23381 - Ground Support Equipment Servicer	22.49
23382 - Ground Support Equipment Worker	24.13
23391 - Gunsmith I	18.43
23392 - Gunsmith II	21.32
23393 - Gunsmith III	24.20
23410 - Heating Ventilation And Air-Conditioning Mechanic	25.00
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	26.31
23430 - Heavy Equipment Mechanic	25.08
23440 - Heavy Equipment Operator	23.31
23460 - Instrument Mechanic	28.48
23465 - Laboratory/Shelter Mechanic	22.78
23470 - Laborer	14.95
23510 - Locksmith	22.78
23530 - Machinery Maintenance Mechanic	29.27
23550 - Machinist Maintenance	22.56
23580 - Maintenance Trades Helper	16.88
23591 - Metrology Technician I	28.48
23592 - Metrology Technician II	29.97
23593 - Metrology Technician III	31.21
23640 - Millwright	24.20
23710 - Office Appliance Repairer	22.62
23760 - Painter Maintenance	19.62
23790 - Pipefitter Maintenance	24.82
23810 - Plumber Maintenance	23.36
23820 - Pneudraulic Systems Mechanic	24.20
23850 - Rigger	24.20
23870 - Scale Mechanic	21.32
23890 - Sheet-Metal Worker Maintenance	24.02
23910 - Small Engine Mechanic	21.17
23931 - Telecommunications Mechanic I	31.14
23932 - Telecommunications Mechanic II	32.77
23950 - Telephone Lineman	25.67
23960 - Welder Combination Maintenance	21.78
23965 - Well Driller	24.03
23970 - Woodcraft Worker	24.20
23980 - Woodworker	18.43
24000 - Personal Needs Occupations	
24550 - Case Manager	15.93
24570 - Child Care Attendant	11.32
24580 - Child Care Center Clerk	14.17
24610 - Chore Aide	11.53
24620 - Family Readiness And Support Services Coordinator	15.93
24630 - Homemaker	16.29
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.70
25040 - Sewage Plant Operator	26.46
25070 - Stationary Engineer	24.70
25190 - Ventilation Equipment Tender	17.33
25210 - Water Treatment Plant Operator	26.46
27000 - Protective Service Occupations	
27004 - Alarm Monitor	23.58
27007 - Baggage Inspector	13.95
27008 - Corrections Officer	23.90

27010 - Court Security Officer	27.27
27030 - Detection Dog Handler	21.32
27040 - Detention Officer	24.05
27070 - Firefighter	29.32
27101 - Guard I	13.95
27102 - Guard II	21.32
27131 - Police Officer I	31.38
27132 - Police Officer II	34.87
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	15.53
28042 - Carnival Equipment Repairer	16.86
28043 - Carnival Worker	11.59
28210 - Gate Attendant/Gate Tender	18.59
28310 - Lifeguard	12.90
28350 - Park Attendant (Aide)	20.79
28510 - Recreation Aide/Health Facility Attendant	15.17
28515 - Recreation Specialist	23.84
28630 - Sports Official	16.55
28690 - Swimming Pool Operator	19.51
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	21.91
29042 - Stevedore II	25.48
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	42.35
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	29.20
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	32.15
30021 - Archeological Technician I	19.40
30022 - Archeological Technician II	21.70
30023 - Archeological Technician III	26.89
30030 - Cartographic Technician	26.41
30040 - Civil Engineering Technician	25.54
30051 - Cryogenic Technician I	27.60
30052 - Cryogenic Technician II	30.48
30061 - Drafter/CAD Operator I	18.45
30062 - Drafter/CAD Operator II	20.65
30063 - Drafter/CAD Operator III	23.84
30064 - Drafter/CAD Operator IV	31.50
30081 - Engineering Technician I	18.44
30082 - Engineering Technician II	20.69
30083 - Engineering Technician III	23.15
30084 - Engineering Technician IV	28.69
30085 - Engineering Technician V	35.09
30086 - Engineering Technician VI	42.45
30090 - Environmental Technician	26.95
30095 - Evidence Control Specialist	24.33
30210 - Laboratory Technician	24.85
30221 - Latent Fingerprint Technician I	27.60
30222 - Latent Fingerprint Technician II	29.76
30240 - Mathematical Technician	26.62
30361 - Paralegal/Legal Assistant I	19.46
30362 - Paralegal/Legal Assistant II	24.11
30363 - Paralegal/Legal Assistant III	29.49
30364 - Paralegal/Legal Assistant IV	35.68
30375 - Petroleum Supply Specialist	29.76
30390 - Photo-Optics Technician	26.62
30395 - Radiation Control Technician	29.76
30461 - Technical Writer I	26.26
30462 - Technical Writer II	32.12
30463 - Technical Writer III	38.86
30491 - Unexploded Ordnance (UXO) Technician I	26.91
30492 - Unexploded Ordnance (UXO) Technician II	32.56
30493 - Unexploded Ordnance (UXO) Technician III	39.03

30494 - Unexploded (UX0) Safety Escort	26.91
30495 - Unexploded (UX0) Sweep Personnel	26.91
30501 - Weather Forecaster I	27.60
30502 - Weather Forecaster II	32.78
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 23.84
30621 - Weather Observer Senior	(see 2) 26.41
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	32.56
31020 - Bus Aide	14.84
31030 - Bus Driver	20.91
31043 - Driver Courier	15.09
31260 - Parking and Lot Attendant	13.34
31290 - Shuttle Bus Driver	16.39
31310 - Taxi Driver	17.16
31361 - Truckdriver Light	16.39
31362 - Truckdriver Medium	19.65
31363 - Truckdriver Heavy	22.45
31364 - Truckdriver Tractor-Trailer	22.45
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	15.88
99030 - Cashier	11.32
99050 - Desk Clerk	11.16
99095 - Embalmer	26.91
99130 - Flight Follower	26.91
99251 - Laboratory Animal Caretaker I	14.53
99252 - Laboratory Animal Caretaker II	15.73
99260 - Marketing Analyst	31.44
99310 - Mortician	26.91
99410 - Pest Controller	22.58
99510 - Photofinishing Worker	14.14
99710 - Recycling Laborer	22.50
99711 - Recycling Specialist	27.13
99730 - Refuse Collector	20.24
99810 - Sales Clerk	12.75
99820 - School Crossing Guard	16.71
99830 - Survey Party Chief	30.02
99831 - Surveying Aide	16.66
99832 - Surveying Technician	27.30
99840 - Vending Machine Attendant	19.30
99841 - Vending Machine Repairer	24.24
99842 - Vending Machine Repairer Helper	19.30

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the



date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."



**Attachment J-6**

**Wage Determination**

**SCA Idaho - Bingham County**

"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director	Division of Wage Determinations	Wage Determination No.: 2015-5517 Revision No.: 10 Date Of Last Revision: 12/23/2019

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Idaho

Area: Idaho Counties of Bear Lake Bingham Caribou Clark Custer Fremont  
Lemhi Madison Oneida Power Teton

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.50
01012 - Accounting Clerk II		15.21
01013 - Accounting Clerk III		16.67
01020 - Administrative Assistant		20.21
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		10.98
01042 - Customer Service Representative II		12.35
01043 - Customer Service Representative III		13.47
01051 - Data Entry Operator I		13.34
01052 - Data Entry Operator II		14.55
01060 - Dispatcher Motor Vehicle		20.65
01070 - Document Preparation Clerk		14.57
01090 - Duplicating Machine Operator		14.57
01111 - General Clerk I		12.33
01112 - General Clerk II		13.46
01113 - General Clerk III		15.11
01120 - Housing Referral Assistant		19.03
01141 - Messenger Courier		11.08
01191 - Order Clerk I		14.76
01192 - Order Clerk II		16.11
01261 - Personnel Assistant (Employment) I		14.86
01262 - Personnel Assistant (Employment) II		16.63
01263 - Personnel Assistant (Employment) III		18.53
01270 - Production Control Clerk		18.51
01290 - Rental Clerk		12.35

01300 - Scheduler Maintenance	15.26
01311 - Secretary I	15.26
01312 - Secretary II	17.08
01313 - Secretary III	19.03
01320 - Service Order Dispatcher	18.45
01410 - Supply Technician	20.21
01420 - Survey Worker	11.78
01460 - Switchboard Operator/Receptionist	13.38
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.92
01533 - Travel Clerk III	14.02
01611 - Word Processor I	13.59
01612 - Word Processor II	15.26
01613 - Word Processor III	17.08
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	19.85
05010 - Automotive Electrician	16.58
05040 - Automotive Glass Installer	15.66
05070 - Automotive Worker	15.61
05110 - Mobile Equipment Servicer	13.55
05130 - Motor Equipment Metal Mechanic	17.67
05160 - Motor Equipment Metal Worker	15.61
05190 - Motor Vehicle Mechanic	17.67
05220 - Motor Vehicle Mechanic Helper	12.65
05250 - Motor Vehicle Upholstery Worker	14.64
05280 - Motor Vehicle Wrecker	15.61
05310 - Painter Automotive	16.58
05340 - Radiator Repair Specialist	16.80
05370 - Tire Repairer	13.19
05400 - Transmission Repair Specialist	17.67
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.89
07041 - Cook I	11.53
07042 - Cook II	13.28
07070 - Dishwasher	9.04
07130 - Food Service Worker	9.41
07210 - Meat Cutter	15.89
07260 - Waiter/Waitress	8.74
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	18.11
09040 - Furniture Handler	13.81
09080 - Furniture Refinisher	17.38
09090 - Furniture Refinisher Helper	16.15
09110 - Furniture Repairer Minor	16.90
09130 - Upholsterer	17.07
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.84
11060 - Elevator Operator	11.65
11090 - Gardener	17.07
11122 - Housekeeping Aide	11.65
11150 - Janitor	11.65
11210 - Laborer Grounds Maintenance	12.95
11240 - Maid or Houseman	10.43
11260 - Pruner	11.36
11270 - Tractor Operator	15.65
11330 - Trail Maintenance Worker	12.95
11360 - Window Cleaner	13.28
12000 - Health Occupations	
12010 - Ambulance Driver	16.63
12011 - Breath Alcohol Technician	16.63
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	26.21
12020 - Dental Assistant	14.94
12025 - Dental Hygienist	38.24
12030 - EKG Technician	25.94

12035 - Electroneurodiagnostic Technologist	25.94
12040 - Emergency Medical Technician	16.63
12071 - Licensed Practical Nurse I	15.30
12072 - Licensed Practical Nurse II	17.12
12073 - Licensed Practical Nurse III	19.08
12100 - Medical Assistant	15.41
12130 - Medical Laboratory Technician	21.28
12160 - Medical Record Clerk	15.06
12190 - Medical Record Technician	16.85
12195 - Medical Transcriptionist	16.68
12210 - Nuclear Medicine Technologist	37.61
12221 - Nursing Assistant I	11.24
12222 - Nursing Assistant II	12.63
12223 - Nursing Assistant III	13.78
12224 - Nursing Assistant IV	15.47
12235 - Optical Dispenser	16.47
12236 - Optical Technician	15.30
12250 - Pharmacy Technician	16.24
12280 - Phlebotomist	15.26
12305 - Radiologic Technologist	27.36
12311 - Registered Nurse I	22.72
12312 - Registered Nurse II	27.78
12313 - Registered Nurse II Specialist	27.78
12314 - Registered Nurse III	33.61
12315 - Registered Nurse III Anesthetist	33.61
12316 - Registered Nurse IV	40.21
12317 - Scheduler (Drug and Alcohol Testing)	20.60
12320 - Substance Abuse Treatment Counselor	22.69
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	18.00
13012 - Exhibits Specialist II	22.30
13013 - Exhibits Specialist III	27.28
13041 - Illustrator I	18.00
13042 - Illustrator II	22.30
13043 - Illustrator III	27.28
13047 - Librarian	24.85
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	22.44
13058 - Library Technician	13.31
13061 - Media Specialist I	16.19
13062 - Media Specialist II	18.13
13063 - Media Specialist III	20.20
13071 - Photographer I	14.72
13072 - Photographer II	18.44
13073 - Photographer III	20.66
13074 - Photographer IV	25.40
13075 - Photographer V	31.23
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	18.25
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.69
14042 - Computer Operator II	16.43
14043 - Computer Operator III	18.32
14044 - Computer Operator IV	20.50
14045 - Computer Operator V	22.54
14071 - Computer Programmer I	(see 1) 19.84
14072 - Computer Programmer II	(see 1) 24.57
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.69
14160 - Personal Computer Support Technician	20.50

14170 - System Support Specialist	22.54
15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	28.24
15020 - Aircrew Training Devices Instructor (Rated)	34.17
15030 - Air Crew Training Devices Instructor (Pilot)	40.37
15050 - Computer Based Training Specialist / Instructor	28.24
15060 - Educational Technologist	23.98
15070 - Flight Instructor (Pilot)	40.37
15080 - Graphic Artist	20.31
15085 - Maintenance Test Pilot Fixed Jet/Prop	40.37
15086 - Maintenance Test Pilot Rotary Wing	40.37
15088 - Non-Maintenance Test/Co-Pilot	40.37
15090 - Technical Instructor	20.20
15095 - Technical Instructor/Course Developer	24.71
15110 - Test Proctor	16.27
15120 - Tutor	16.27
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	11.77
16070 - Finisher Flatwork Machine	9.87
16090 - Presser Hand	9.87
16110 - Presser Machine Drycleaning	9.87
16130 - Presser Machine Shirts	9.87
16160 - Presser Machine Wearing Apparel Laundry	9.87
16190 - Sewing Machine Operator	12.41
16220 - Tailor	13.11
16250 - Washer Machine	10.34
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	21.56
19040 - Tool And Die Maker	27.09
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.68
21030 - Material Coordinator	18.51
21040 - Material Expediter	18.51
21050 - Material Handling Laborer	13.07
21071 - Order Filler	12.39
21080 - Production Line Worker (Food Processing)	15.68
21110 - Shipping Packer	14.80
21130 - Shipping/Receiving Clerk	14.80
21140 - Store Worker I	11.43
21150 - Stock Clerk	16.59
21210 - Tools And Parts Attendant	15.68
21410 - Warehouse Specialist	15.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	27.58
23019 - Aircraft Logs and Records Technician	21.64
23021 - Aircraft Mechanic I	26.11
23022 - Aircraft Mechanic II	27.58
23023 - Aircraft Mechanic III	28.82
23040 - Aircraft Mechanic Helper	18.36
23050 - Aircraft Painter	24.51
23060 - Aircraft Servicer	21.64
23070 - Aircraft Survival Flight Equipment Technician	24.51
23080 - Aircraft Worker	23.07
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	23.07
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	26.11
23110 - Appliance Mechanic	22.28
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	42.93
23130 - Carpenter Maintenance	19.80
23140 - Carpet Layer	20.97
23160 - Electrician Maintenance	23.62

23181 - Electronics Technician Maintenance I	28.39
23182 - Electronics Technician Maintenance II	30.16
23183 - Electronics Technician Maintenance III	34.42
23260 - Fabric Worker	19.67
23290 - Fire Alarm System Mechanic	23.74
23310 - Fire Extinguisher Repairer	18.20
23311 - Fuel Distribution System Mechanic	25.41
23312 - Fuel Distribution System Operator	19.48
23370 - General Maintenance Worker	18.26
23380 - Ground Support Equipment Mechanic	26.11
23381 - Ground Support Equipment Servicer	21.64
23382 - Ground Support Equipment Worker	23.07
23391 - Gunsmith I	18.20
23392 - Gunsmith II	20.97
23393 - Gunsmith III	23.74
23410 - Heating Ventilation And Air-Conditioning Mechanic	20.88
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	22.04
23430 - Heavy Equipment Mechanic	24.78
23440 - Heavy Equipment Operator	20.69
23460 - Instrument Mechanic	23.74
23465 - Laboratory/Shelter Mechanic	22.28
23470 - Laborer	13.07
23510 - Locksmith	22.28
23530 - Machinery Maintenance Mechanic	26.21
23550 - Machinist Maintenance	19.45
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	23.74
23592 - Metrology Technician II	25.07
23593 - Metrology Technician III	26.20
23640 - Millwright	23.74
23710 - Office Appliance Repairer	22.28
23760 - Painter Maintenance	17.67
23790 - Pipefitter Maintenance	22.02
23810 - Plumber Maintenance	20.66
23820 - Pneudraulic Systems Mechanic	23.74
23850 - Rigger	23.74
23870 - Scale Mechanic	20.97
23890 - Sheet-Metal Worker Maintenance	23.74
23910 - Small Engine Mechanic	17.56
23931 - Telecommunications Mechanic I	26.27
23932 - Telecommunications Mechanic II	27.73
23950 - Telephone Lineman	22.50
23960 - Welder Combination Maintenance	18.24
23965 - Well Driller	23.74
23970 - Woodcraft Worker	23.74
23980 - Woodworker	18.20
24000 - Personal Needs Occupations	
24550 - Case Manager	17.50
24570 - Child Care Attendant	9.68
24580 - Child Care Center Clerk	12.81
24610 - Chore Aide	11.26
24620 - Family Readiness And Support Services Coordinator	17.50
24630 - Homemaker	14.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	25.36
25040 - Sewage Plant Operator	19.27
25070 - Stationary Engineer	25.36
25190 - Ventilation Equipment Tender	17.82
25210 - Water Treatment Plant Operator	19.27
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.81
27007 - Baggage Inspector	14.52



27008 - Corrections Officer	18.72
27010 - Court Security Officer	19.91
27030 - Detection Dog Handler	16.37
27040 - Detention Officer	18.72
27070 - Firefighter	20.88
27101 - Guard I	14.52
27102 - Guard II	16.37
27131 - Police Officer I	22.26
27132 - Police Officer II	24.74
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	14.07
28042 - Carnival Equipment Repairer	15.35
28043 - Carnival Worker	10.22
28210 - Gate Attendant/Gate Tender	19.44
28310 - Lifeguard	13.72
28350 - Park Attendant (Aide)	20.45
28510 - Recreation Aide/Health Facility Attendant	15.86
28515 - Recreation Specialist	21.19
28630 - Sports Official	17.31
28690 - Swimming Pool Operator	17.69
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	23.50
29020 - Hatch Tender	23.50
29030 - Line Handler	23.50
29041 - Stevedore I	21.64
29042 - Stevedore II	24.51
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	20.76
30023 - Archeological Technician III	24.38
30030 - Cartographic Technician	24.39
30040 - Civil Engineering Technician	23.79
30051 - Cryogenic Technician I	24.29
30052 - Cryogenic Technician II	26.83
30061 - Drafter/CAD Operator I	17.59
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	21.94
30064 - Drafter/CAD Operator IV	25.54
30081 - Engineering Technician I	14.73
30082 - Engineering Technician II	16.53
30083 - Engineering Technician III	18.50
30084 - Engineering Technician IV	22.91
30085 - Engineering Technician V	28.03
30086 - Engineering Technician VI	33.91
30090 - Environmental Technician	22.32
30095 - Evidence Control Specialist	21.93
30210 - Laboratory Technician	22.29
30221 - Latent Fingerprint Technician I	24.29
30222 - Latent Fingerprint Technician II	26.83
30240 - Mathematical Technician	24.45
30361 - Paralegal/Legal Assistant I	18.26
30362 - Paralegal/Legal Assistant II	22.62
30363 - Paralegal/Legal Assistant III	27.67
30364 - Paralegal/Legal Assistant IV	33.48
30375 - Petroleum Supply Specialist	26.83
30390 - Photo-Optics Technician	24.45
30395 - Radiation Control Technician	26.83
30461 - Technical Writer I	21.94
30462 - Technical Writer II	26.84
30463 - Technical Writer III	32.47
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82

30493 - Unexploded Ordnance (UXO) Technician III	35.74
30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	25.54
30502 - Weather Forecaster II	31.07
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 21.94
30621 - Weather Observer Senior	(see 2) 23.97
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.18
31030 - Bus Driver	15.52
31043 - Driver Courier	13.64
31260 - Parking and Lot Attendant	11.57
31290 - Shuttle Bus Driver	14.87
31310 - Taxi Driver	10.94
31361 - Truckdriver Light	14.87
31362 - Truckdriver Medium	16.08
31363 - Truckdriver Heavy	21.05
31364 - Truckdriver Tractor-Trailer	21.05
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.99
99050 - Desk Clerk	10.13
99095 - Embalmer	28.45
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	13.18
99252 - Laboratory Animal Caretaker II	14.38
99260 - Marketing Analyst	25.36
99310 - Mortician	28.45
99410 - Pest Controller	21.38
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	20.29
99711 - Recycling Specialist	24.52
99730 - Refuse Collector	17.80
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.17
99830 - Survey Party Chief	20.76
99831 - Surveying Aide	14.08
99832 - Surveying Technician	18.88
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.68
99842 - Vending Machine Repairer Helper	16.29

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections

under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage

determination.

Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

#### **\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested

parties and/or fully determined by the Wage and Hour Division retroactive to the date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."



## **Attachment J-6**

### **Wage Determination**

#### **SCA Idaho - Bonneville and Butte Counties**



"REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor		U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON D.C. 20210
Daniel W. Simms Director		Wage Determination No.: 2015-5507 Revision No.: 9 Date Of Last Revision: 12/23/2019
Division of Wage Determinations		

Note: Under Executive Order (EO) 13658 an hourly minimum

wage of \$10.80 for calendar year 2020 applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2015. If this contract is covered by the EO the contractor must pay all workers in any classification listed on this wage determination at least \$10.80 per hour (or the applicable wage rate listed on this wage determination if it is higher) for all hours spent performing on the contract in calendar year 2020. The EO minimum wage rate will be adjusted annually. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

State: Idaho

Area: Idaho Counties of Bonneville Butte Jefferson

**\*\*Fringe Benefits Required Follow the Occupational Listing\*\***

OCCUPATION CODE - TITLE	FOOTNOTE	RATE
01000 - Administrative Support And Clerical Occupations		
01011 - Accounting Clerk I		13.11
01012 - Accounting Clerk II		14.72
01013 - Accounting Clerk III		16.47
01020 - Administrative Assistant		18.88
01035 - Court Reporter		22.66
01041 - Customer Service Representative I		10.86
01042 - Customer Service Representative II		12.21
01043 - Customer Service Representative III		13.32
01051 - Data Entry Operator I		11.96
01052 - Data Entry Operator II		13.05
01060 - Dispatcher Motor Vehicle		19.24
01070 - Document Preparation Clerk		14.34
01090 - Duplicating Machine Operator		14.34
01111 - General Clerk I		12.25
01112 - General Clerk II		13.37
01113 - General Clerk III		15.01
01120 - Housing Referral Assistant		17.99
01141 - Messenger Courier		11.40
01191 - Order Clerk I		16.24
01192 - Order Clerk II		17.72
01261 - Personnel Assistant (Employment) I		14.77
01262 - Personnel Assistant (Employment) II		16.52
01263 - Personnel Assistant (Employment) III		18.41
01270 - Production Control Clerk		23.63
01290 - Rental Clerk		14.10
01300 - Scheduler Maintenance		14.43

01311 - Secretary I	14.43
01312 - Secretary II	16.14
01313 - Secretary III	17.99
01320 - Service Order Dispatcher	17.19
01410 - Supply Technician	18.88
01420 - Survey Worker	12.90
01460 - Switchboard Operator/Receptionist	12.91
01531 - Travel Clerk I	12.32
01532 - Travel Clerk II	12.92
01533 - Travel Clerk III	14.02
01611 - Word Processor I	13.03
01612 - Word Processor II	14.13
01613 - Word Processor III	15.81
05000 - Automotive Service Occupations	
05005 - Automobile Body Repairer Fiberglass	23.50
05010 - Automotive Electrician	20.64
05040 - Automotive Glass Installer	19.43
05070 - Automotive Worker	19.43
05110 - Mobile Equipment Servicer	16.84
05130 - Motor Equipment Metal Mechanic	22.00
05160 - Motor Equipment Metal Worker	19.43
05190 - Motor Vehicle Mechanic	22.00
05220 - Motor Vehicle Mechanic Helper	15.46
05250 - Motor Vehicle Upholstery Worker	18.22
05280 - Motor Vehicle Wrecker	19.43
05310 - Painter Automotive	20.64
05340 - Radiator Repair Specialist	19.76
05370 - Tire Repairer	14.12
05400 - Transmission Repair Specialist	22.00
07000 - Food Preparation And Service Occupations	
07010 - Baker	11.91
07041 - Cook I	9.80
07042 - Cook II	11.37
07070 - Dishwasher	9.12
07130 - Food Service Worker	9.41
07210 - Meat Cutter	15.84
07260 - Waiter/Waitress	9.08
09000 - Furniture Maintenance And Repair Occupations	
09010 - Electrostatic Spray Painter	16.46
09040 - Furniture Handler	14.63
09080 - Furniture Refinisher	16.35
09090 - Furniture Refinisher Helper	15.32
09110 - Furniture Repairer Minor	15.36
09130 - Upholsterer	16.35
11000 - General Services And Support Occupations	
11030 - Cleaner Vehicles	10.66
11060 - Elevator Operator	11.91
11090 - Gardener	17.39
11122 - Housekeeping Aide	11.91
11150 - Janitor	11.91
11210 - Laborer Grounds Maintenance	13.19
11240 - Maid or Houseman	9.35
11260 - Pruner	11.57
11270 - Tractor Operator	15.94
11330 - Trail Maintenance Worker	13.19
11360 - Window Cleaner	13.41
12000 - Health Occupations	
12010 - Ambulance Driver	16.56
12011 - Breath Alcohol Technician	16.56
12012 - Certified Occupational Therapist Assistant	24.40
12015 - Certified Physical Therapist Assistant	25.26
12020 - Dental Assistant	16.52
12025 - Dental Hygienist	35.09
12030 - EKG Technician	25.09
12035 - Electroneurodiagnostic Technologist	25.09

12040 - Emergency Medical Technician	16.56
12071 - Licensed Practical Nurse I	14.80
12072 - Licensed Practical Nurse II	16.56
12073 - Licensed Practical Nurse III	18.45
12100 - Medical Assistant	15.23
12130 - Medical Laboratory Technician	19.28
12160 - Medical Record Clerk	13.47
12190 - Medical Record Technician	15.07
12195 - Medical Transcriptionist	15.16
12210 - Nuclear Medicine Technologist	36.37
12221 - Nursing Assistant I	11.12
12222 - Nursing Assistant II	12.50
12223 - Nursing Assistant III	13.64
12224 - Nursing Assistant IV	15.31
12235 - Optical Dispenser	15.78
12236 - Optical Technician	14.80
12250 - Pharmacy Technician	16.96
12280 - Phlebotomist	15.24
12305 - Radiologic Technologist	25.33
12311 - Registered Nurse I	24.09
12312 - Registered Nurse II	29.47
12313 - Registered Nurse II Specialist	29.47
12314 - Registered Nurse III	35.65
12315 - Registered Nurse III Anesthetist	35.65
12316 - Registered Nurse IV	42.73
12317 - Scheduler (Drug and Alcohol Testing)	20.51
12320 - Substance Abuse Treatment Counselor	24.92
13000 - Information And Arts Occupations	
13011 - Exhibits Specialist I	16.36
13012 - Exhibits Specialist II	20.27
13013 - Exhibits Specialist III	24.80
13041 - Illustrator I	16.36
13042 - Illustrator II	20.27
13043 - Illustrator III	24.80
13047 - Librarian	22.59
13050 - Library Aide/Clerk	13.53
13054 - Library Information Technology Systems Administrator	20.57
13058 - Library Technician	13.31
13061 - Media Specialist I	14.72
13062 - Media Specialist II	16.48
13063 - Media Specialist III	18.36
13071 - Photographer I	13.38
13072 - Photographer II	16.76
13073 - Photographer III	18.78
13074 - Photographer IV	23.09
13075 - Photographer V	28.39
13090 - Technical Order Library Clerk	15.49
13110 - Video Teleconference Technician	18.81
14000 - Information Technology Occupations	
14041 - Computer Operator I	14.69
14042 - Computer Operator II	16.43
14043 - Computer Operator III	18.32
14044 - Computer Operator IV	20.50
14045 - Computer Operator V	22.54
14071 - Computer Programmer I	(see 1) 17.62
14072 - Computer Programmer II	(see 1) 22.88
14073 - Computer Programmer III	(see 1)
14074 - Computer Programmer IV	(see 1)
14101 - Computer Systems Analyst I	(see 1)
14102 - Computer Systems Analyst II	(see 1)
14103 - Computer Systems Analyst III	(see 1)
14150 - Peripheral Equipment Operator	14.69
14160 - Personal Computer Support Technician	20.50
14170 - System Support Specialist	23.36

15000 - Instructional Occupations	
15010 - Aircrew Training Devices Instructor (Non-Rated)	33.37
15020 - Aircrew Training Devices Instructor (Rated)	40.37
15030 - Air Crew Training Devices Instructor (Pilot)	44.41
15050 - Computer Based Training Specialist / Instructor	33.37
15060 - Educational Technologist	25.09
15070 - Flight Instructor (Pilot)	44.41
15080 - Graphic Artist	18.46
15085 - Maintenance Test Pilot Fixed Jet/Prop	51.70
15086 - Maintenance Test Pilot Rotary Wing	51.70
15088 - Non-Maintenance Test/Co-Pilot	51.70
15090 - Technical Instructor	26.88
15095 - Technical Instructor/Course Developer	32.89
15110 - Test Proctor	21.66
15120 - Tutor	21.66
16000 - Laundry Dry-Cleaning Pressing And Related Occupations	
16010 - Assembler	9.87
16030 - Counter Attendant	9.87
16040 - Dry Cleaner	11.77
16070 - Finisher Flatwork Machine	9.87
16090 - Presser Hand	9.87
16110 - Presser Machine Drycleaning	9.87
16130 - Presser Machine Shirts	9.87
16160 - Presser Machine Wearing Apparel Laundry	9.87
16190 - Sewing Machine Operator	12.41
16220 - Tailor	13.11
16250 - Washer Machine	10.34
19000 - Machine Tool Operation And Repair Occupations	
19010 - Machine-Tool Operator (Tool Room)	20.92
19040 - Tool And Die Maker	28.44
21000 - Materials Handling And Packing Occupations	
21020 - Forklift Operator	15.68
21030 - Material Coordinator	23.63
21040 - Material Expediter	23.63
21050 - Material Handling Laborer	11.98
21071 - Order Filler	12.17
21080 - Production Line Worker (Food Processing)	15.68
21110 - Shipping Packer	15.16
21130 - Shipping/Receiving Clerk	15.16
21140 - Store Worker I	12.16
21150 - Stock Clerk	17.12
21210 - Tools And Parts Attendant	15.68
21410 - Warehouse Specialist	15.68
23000 - Mechanics And Maintenance And Repair Occupations	
23010 - Aerospace Structural Welder	25.95
23019 - Aircraft Logs and Records Technician	20.91
23021 - Aircraft Mechanic I	24.68
23022 - Aircraft Mechanic II	25.95
23023 - Aircraft Mechanic III	27.20
23040 - Aircraft Mechanic Helper	18.14
23050 - Aircraft Painter	23.43
23060 - Aircraft Servicer	20.91
23070 - Aircraft Survival Flight Equipment Technician	23.43
23080 - Aircraft Worker	22.17
23091 - Aircrew Life Support Equipment (ALSE) Mechanic I	22.17
23092 - Aircrew Life Support Equipment (ALSE) Mechanic II	24.68
23110 - Appliance Mechanic	22.66
23120 - Bicycle Repairer	14.98
23125 - Cable Splicer	39.61
23130 - Carpenter Maintenance	20.45
23140 - Carpet Layer	22.17
23160 - Electrician Maintenance	25.82
23181 - Electronics Technician Maintenance I	22.17

23182 - Electronics Technician Maintenance II	23.43
23183 - Electronics Technician Maintenance III	26.15
23260 - Fabric Worker	20.91
23290 - Fire Alarm System Mechanic	22.53
23310 - Fire Extinguisher Repairer	19.65
23311 - Fuel Distribution System Mechanic	24.68
23312 - Fuel Distribution System Operator	19.65
23370 - General Maintenance Worker	17.12
23380 - Ground Support Equipment Mechanic	24.68
23381 - Ground Support Equipment Servicer	20.91
23382 - Ground Support Equipment Worker	22.17
23391 - Gunsmith I	19.65
23392 - Gunsmith II	22.17
23393 - Gunsmith III	24.68
23410 - Heating Ventilation And Air-Conditioning Mechanic	22.22
23411 - Heating Ventilation And Air Contidioning Mechanic (Research Facility)	23.46
23430 - Heavy Equipment Mechanic	22.53
23440 - Heavy Equipment Operator	21.60
23460 - Instrument Mechanic	24.68
23465 - Laboratory/Shelter Mechanic	23.43
23470 - Laborer	11.98
23510 - Locksmith	23.27
23530 - Machinery Maintenance Mechanic	25.67
23550 - Machinist Maintenance	21.20
23580 - Maintenance Trades Helper	13.09
23591 - Metrology Technician I	24.68
23592 - Metrology Technician II	25.95
23593 - Metrology Technician III	27.20
23640 - Millwright	24.68
23710 - Office Appliance Repairer	18.73
23760 - Painter Maintenance	16.06
23790 - Pipefitter Maintenance	24.30
23810 - Plumber Maintenance	22.80
23820 - Pneudraulic Systems Mechanic	24.68
23850 - Rigger	24.68
23870 - Scale Mechanic	22.17
23890 - Sheet-Metal Worker Maintenance	24.68
23910 - Small Engine Mechanic	19.70
23931 - Telecommunications Mechanic I	27.91
23932 - Telecommunications Mechanic II	29.65
23950 - Telephone Lineman	24.68
23960 - Welder Combination Maintenance	18.32
23965 - Well Driller	26.60
23970 - Woodcraft Worker	24.68
23980 - Woodworker	19.01
24000 - Personal Needs Occupations	
24550 - Case Manager	16.82
24570 - Child Care Attendant	9.62
24580 - Child Care Center Clerk	12.47
24610 - Chore Aide	10.73
24620 - Family Readiness And Support Services Coordinator	16.82
24630 - Homemaker	14.92
25000 - Plant And System Operations Occupations	
25010 - Boiler Tender	24.68
25040 - Sewage Plant Operator	20.92
25070 - Stationary Engineer	24.68
25190 - Ventilation Equipment Tender	18.17
25210 - Water Treatment Plant Operator	20.92
27000 - Protective Service Occupations	
27004 - Alarm Monitor	17.38
27007 - Baggage Inspector	14.52
27008 - Corrections Officer	20.79

27010 - Court Security Officer	20.69
27030 - Detection Dog Handler	17.38
27040 - Detention Officer	20.79
27070 - Firefighter	20.72
27101 - Guard I	14.52
27102 - Guard II	17.38
27131 - Police Officer I	22.26
27132 - Police Officer II	24.73
28000 - Recreation Occupations	
28041 - Carnival Equipment Operator	12.15
28042 - Carnival Equipment Repairer	14.41
28043 - Carnival Worker	10.11
28210 - Gate Attendant/Gate Tender	16.06
28310 - Lifeguard	12.58
28350 - Park Attendant (Aide)	16.90
28510 - Recreation Aide/Health Facility Attendant	13.11
28515 - Recreation Specialist	19.57
28630 - Sports Official	14.31
28690 - Swimming Pool Operator	17.28
29000 - Stevedoring/Longshoremen Occupational Services	
29010 - Blocker And Bracer	22.17
29020 - Hatch Tender	22.17
29030 - Line Handler	22.17
29041 - Stevedore I	20.91
29042 - Stevedore II	23.43
30000 - Technical Occupations	
30010 - Air Traffic Control Specialist Center (HFO) (see 2)	38.78
30011 - Air Traffic Control Specialist Station (HFO) (see 2)	26.74
30012 - Air Traffic Control Specialist Terminal (HFO) (see 2)	29.45
30021 - Archeological Technician I	17.79
30022 - Archeological Technician II	20.76
30023 - Archeological Technician III	24.46
30030 - Cartographic Technician	24.46
30040 - Civil Engineering Technician	25.55
30051 - Cryogenic Technician I	27.09
30052 - Cryogenic Technician II	29.92
30061 - Drafter/CAD Operator I	17.65
30062 - Drafter/CAD Operator II	20.76
30063 - Drafter/CAD Operator III	22.00
30064 - Drafter/CAD Operator IV	27.09
30081 - Engineering Technician I	13.93
30082 - Engineering Technician II	15.62
30083 - Engineering Technician III	18.43
30084 - Engineering Technician IV	21.66
30085 - Engineering Technician V	26.49
30086 - Engineering Technician VI	31.34
30090 - Environmental Technician	27.01
30095 - Evidence Control Specialist	24.46
30210 - Laboratory Technician	25.36
30221 - Latent Fingerprint Technician I	27.09
30222 - Latent Fingerprint Technician II	29.92
30240 - Mathematical Technician	24.46
30361 - Paralegal/Legal Assistant I	19.12
30362 - Paralegal/Legal Assistant II	23.68
30363 - Paralegal/Legal Assistant III	28.97
30364 - Paralegal/Legal Assistant IV	35.04
30375 - Petroleum Supply Specialist	29.92
30390 - Photo-Optics Technician	24.46
30395 - Radiation Control Technician	29.92
30461 - Technical Writer I	26.03
30462 - Technical Writer II	31.75
30463 - Technical Writer III	34.43
30491 - Unexploded Ordnance (UXO) Technician I	24.65
30492 - Unexploded Ordnance (UXO) Technician II	29.82
30493 - Unexploded Ordnance (UXO) Technician III	35.74

30494 - Unexploded (UXO) Safety Escort	24.65
30495 - Unexploded (UXO) Sweep Personnel	24.65
30501 - Weather Forecaster I	27.09
30502 - Weather Forecaster II	32.94
30620 - Weather Observer Combined Upper Air Or Surface Programs	(see 2) 22.00
30621 - Weather Observer Senior	(see 2) 24.46
31000 - Transportation/Mobile Equipment Operation Occupations	
31010 - Airplane Pilot	29.82
31020 - Bus Aide	12.43
31030 - Bus Driver	16.39
31043 - Driver Courier	14.42
31260 - Parking and Lot Attendant	11.06
31290 - Shuttle Bus Driver	15.40
31310 - Taxi Driver	12.38
31361 - Truckdriver Light	15.40
31362 - Truckdriver Medium	16.39
31363 - Truckdriver Heavy	17.09
31364 - Truckdriver Tractor-Trailer	17.09
99000 - Miscellaneous Occupations	
99020 - Cabin Safety Specialist	14.54
99030 - Cashier	9.35
99050 - Desk Clerk	10.69
99095 - Embalmer	25.86
99130 - Flight Follower	24.65
99251 - Laboratory Animal Caretaker I	14.50
99252 - Laboratory Animal Caretaker II	15.82
99260 - Marketing Analyst	23.27
99310 - Mortician	25.86
99410 - Pest Controller	21.38
99510 - Photofinishing Worker	13.32
99710 - Recycling Laborer	17.56
99711 - Recycling Specialist	21.18
99730 - Refuse Collector	15.53
99810 - Sales Clerk	11.95
99820 - School Crossing Guard	13.86
99830 - Survey Party Chief	22.30
99831 - Surveying Aide	15.11
99832 - Surveying Technician	20.27
99840 - Vending Machine Attendant	16.86
99841 - Vending Machine Repairer	21.68
99842 - Vending Machine Repairer Helper	16.29

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Note: Executive Order (EO) 13706 Establishing Paid Sick Leave for Federal Contractors applies to all contracts subject to the Service Contract Act for which the contract is awarded (and any solicitation was issued) on or after January 1 2017. If this contract is covered by the EO the contractor must provide employees with 1 hour of paid sick leave for every 30 hours they work up to 56 hours of paid sick leave each year. Employees must be permitted to use paid sick leave for their own illness injury or other health-related needs including preventive care; to assist a family member (or person who is like family to the employee) who is ill injured or has other health-related needs including preventive care; or for reasons resulting from or to assist a family member (or person who is like family to the employee) who is the victim of domestic violence sexual assault or stalking. Additional information on contractor requirements and worker protections under the EO is available at [www.dol.gov/whd/govcontracts](http://www.dol.gov/whd/govcontracts).

ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$4.54 per hour up to 40 hours per week or \$181.60 per week or \$786.93 per month

HEALTH & WELFARE EO 13706: \$4.22 per hour up to 40 hours per week or \$168.80 per week or \$731.47 per month\*

\*This rate is to be used only when compensating employees for performance on an SCA-covered contract also covered by EO 13706 Establishing Paid Sick Leave for Federal Contractors. A contractor may not receive credit toward its SCA obligations for any paid sick leave provided pursuant to EO 13706.

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor 3 weeks after 5 years and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor wherever employed and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day Martin Luther King Jr.'s Birthday Washington's Birthday Memorial Day Independence Day Labor Day Columbus Day Veterans' Day Thanksgiving Day and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE NUMBERED FOOTNOTES IN PARENTHESES RECEIVE THE FOLLOWING:

1) COMPUTER EMPLOYEES: Under the SCA at section 8(b) this wage determination does not apply to any employee who individually qualifies as a bona fide executive administrative or professional employee as defined in 29 C.F.R. Part 541. Because most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals (29 C.F.R. 541.400) wage rates may not be listed on this wage determination for all occupations within those job families. In addition because this wage determination may not list a wage rate for some or all occupations within those job families if the survey data indicates that the prevailing wage rate for the occupation equals or exceeds \$27.63 per hour conformances may be necessary for certain nonexempt employees. For example if an individual employee is nonexempt but nevertheless performs duties within the scope of one of the Computer Systems Analyst or Computer Programmer occupations for which this wage determination does not specify an SCA wage rate then the wage rate for that employee must be conformed in accordance with the conformance procedures described in the conformance note included on this wage determination.



Additionally because job titles vary widely and change quickly in the computer industry job titles are not determinative of the application of the computer professional exemption. Therefore the exemption applies only to computer employees who satisfy the compensation requirements and whose primary duty consists of:

(1) The application of systems analysis techniques and procedures including consulting with users to determine hardware software or system functional specifications;

(2) The design development documentation analysis creation testing or modification of computer systems or programs including prototypes based on and related to user or system design specifications;

(3) The design documentation testing creation or modification of computer programs related to machine operating systems; or

(4) A combination of the aforementioned duties the performance of which requires the same level of skills. (29 C.F.R. 541.400).

2) AIR TRAFFIC CONTROLLERS AND WEATHER OBSERVERS - NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

**\*\* HAZARDOUS PAY DIFFERENTIAL \*\***

An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordnance explosives and incendiary materials. This includes work such as screening blending dying mixing and pressing of sensitive ordnance explosives and pyrotechnic compositions such as lead azide black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization modification renovation demolition and maintenance operations on sensitive ordnance explosives and incendiary materials. All operations involving re-grading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with or in close proximity to ordnance (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands face or arms of the employee engaged in the operation irritation of the skin minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving unloading storage and hauling of ordnance explosive and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordnance explosives and incendiary material differential pay.

**\*\* UNIFORM ALLOWANCE \*\***

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract by the employer by the state or local law etc.) the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition where uniform cleaning and maintenance is made the responsibility of the employee all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount or the furnishing of contrary affirmative proof as to the actual cost) reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However in those instances where the uniforms furnished are made of "wash and wear" materials may be routinely washed and dried with other personal garments and do not require any special treatment such as dry cleaning daily washing or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract by the contractor by law or by the nature of the work there is no requirement that employees be reimbursed for uniform maintenance costs.

**\*\* SERVICE CONTRACT ACT DIRECTORY OF OCCUPATIONS \*\***

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations" Fifth Edition (Revision 1) dated September 2015 unless otherwise indicated.

**\*\* REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE Standard Form 1444 (SF-1444) \*\*****Conformance Process:**

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e. the work to be performed is not performed by any classification listed in the wage determination) be classified by the contractor so as to provide a reasonable relationship (i.e. appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination (See 29 CFR 4.6(b)(2)(i)). Such conforming procedures shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees (See 29 CFR 4.6(b)(2)(ii)). The Wage and Hour Division shall make a final determination of conformed classification wage rate and/or fringe benefits which shall be paid to all employees performing in the classification from the first day of work on which contract work is performed by them in the classification. Failure to pay such unlisted employees the compensation agreed upon by the interested parties and/or fully determined by the Wage and Hour Division retroactive to the

date such class of employees commenced contract work shall be a violation of the Act and this contract. (See 29 CFR 4.6(b)(2)(v)). When multiple wage determinations are included in a contract a separate SF-1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award the contractor prepares a written report listing in order the proposed classification title(s) a Federal grade equivalency (FGE) for each proposed classification(s) job description(s) and rationale for proposed wage rate(s) including information regarding the agreement or disagreement of the authorized representative of the employees involved or where there is no authorized representative the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action together with the agency's recommendations and pertinent information including the position of the contractor and the employees to the U.S. Department of Labor Wage and Hour Division for review (See 29 CFR 4.6(b)(2)(ii)).
- 4) Within 30 days of receipt the Wage and Hour Division approves modifies or disapproves the action via transmittal to the agency contracting officer or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour Division's decision to the contractor.
- 6) Each affected employee shall be furnished by the contractor with a written copy of such determination or it shall be posted as a part of the wage determination (See 29 CFR 4.6(b)(2)(iii)).

Information required by the Regulations must be submitted on SF-1444 or bond paper.

When preparing a conformance request the "Service Contract Act Directory of Occupations" should be used to compare job definitions to ensure that duties requested are not performed by a classification already listed in the wage determination. Remember it is not the job title but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split combine or subdivide classifications listed in the wage determination (See 29 CFR 4.152(c)(1))."

